

Minutes of the Personnel Committee

Tuesday, September 15, 2009

Chair Schellinger called the meeting to order at 1:00 p.m.

Present: Supervisors Tom Schellinger (Chair), Ted Rolfs, Jim Heinrich, Steve Wimmer, and Dave Falstad. **Absent:** Pete Gundrum and Tom Decker.

Also Present: Legislative Policy Advisor Dave Krahn, Labor Relations Manager Jim Richter, Veterans Services Director Tom Ludka, Health & Human Services Director Peter Schuler, Aging and Disability Resource Center Director Cathy Bellovary, and Budget Manager Keith Swartz.

Approve Minutes of 8-4-09

MOTION: Wimmer moved, second by Falstad to approve the minutes of August 4. Motion carried 5-0.

Schedule Next Meeting Dates

- October 6

State Legislative Update

Krahn said there are several DUI related bills currently proposed at the State level. One will be considered on Thursday and if passed, could cost taxpayers about \$100 million. However, due to the State's fiscal crisis Krahn did not believe there would be any money to pay for new DUI laws. There are also two bills coming forward affecting small claims and property insurance premiums.

Ordinance 164-O-044: Employee Retention/Severance Salary And Benefits For 2010

Richter said this ordinance comes forward each year which is basically the same as the last several years. In the course of developing the 2010 proposed budget, positions may be abolished or funding reduced for various departments. This ordinance authorizes a benefit program for County employees laid off through the end of 2010. It does not cover employees who terminate their employment voluntarily prior to their layoff, or who accept employment in another County position or who decline employment.

Richter went on to discuss the provisions which involve severance pay, health insurance continuation, and enrollment in the Tuition Assistance Program. The \$35,000 severance/retention appropriation in the 2009 budget was more than sufficient in providing benefits to qualified employees and \$35,000 will be budgeted for 2010 as well. To answer Schellinger's question, Richter said this covers severance pay, the County's contribution towards their health insurance premium, and for any Tuition Assistance reimbursement. Last year, two long-term employees were laid off and they were eligible for nine weeks of severance pay. Employees who are laid off are eligible for either 3, 6, or 9 weeks of severance pay, depending on years of service.

MOTION: Rolfs moved, second by Heinrich to approve Ordinance 164-O-044. Motion carried 5-0.

Resolution 164-R-006: Support For Merging The Aging And Disability Resource Center, Health And Human Services, And Veterans Services Departments

It was advised that this resolution was amended by the Health & Human Services Committee. The term “merger” was replaced with verbiage to reflect that the Aging and Disability Resource Center (ADRC) and Veterans Services will be “placed under” Health & Human Services.

Schuler, Bellovary, and Ludka were present to discuss this resolution as outlined. Bellovary said this was precipitated by the ADRC moving into the Human Services Center. She said customers will not notice any differences which is very important. Schuler said with the merger, support staff can now be shared when needs arise. There will also be information systems and records support and a new records process will have to be developed. Heinrich asked with the merge, will they be looking to reduce staff. Schuler indicated not at this time. Future needs and services are anticipated to increase, e.g., Veterans Services, and the County Executive’s goal is to maintain current staff to handle the increased workload for as long as they can. Schuler said the three departments will maintain their autonomy.

MOTION: Rolfs moved, second by Falstad to approve Resolution 164-R-006. Motion carried 5-0.

Annual Update on Grant/Sunset Positions

Swartz reviewed his report entitled “Sunset Position Changes from the 2008 Annual Report as of August, 2009.” Sunset positions are funded by grants and if the grants are reduced or eliminated, the positions are reduced or eliminated accordingly. Swartz said the only changes from last year involve the transfer of an administrative assistant position in Long Term Care to Health & Human Services. Also, a social worker position was reinstated which had inadvertently been removed from this list in 2003. A Public Health position and the position of Workforce Development Center Coordinator were also recently added. There are currently a total of 63 full-time, 11 part-time, and 6 temporary/extra help sunset positions.

MOTION: Rolfs moved, second by Heinrich to adjourn at 1:37 p.m. Motion carried 5-0.

Respectfully submitted,

Ted Rolfs
Secretary